

## Kimberly School District Merit Pay Plan 2013-14 School Year

Up to 40% will be utilized for CCSS professional development on August 21 and 22, 2013. Teachers created ELA and Math curriculum maps and assessments tied to the curriculum maps and aligned to the CCSS.

The remainder of the Merit Pay money will be divided into two with half to be distributed in February and the remainder at the end of the school year.

### **Funds distributed in February:**

- Teachers in grades 6-12: Will create a curriculum map for one course that identifies all CCSS standards, and approved in teacher's growth plan by administrator. In addition, create one assessment aligned with curriculum map, CCSS, beyond level one DOK, and identified in teacher growth plan and approved by administrator. Teachers in grades K-5 will complete, as a grade level team, grade level ELA curriculum map for the year approved in teacher growth plan by administrator. In addition, as a grade level team, develop one curriculum map for numbers and operations for the year identified in growth plan and approved by administrator.
- Curriculum projects must be uploaded by December 13, 2013 to SchoolNet and approved by January 17, 2014.
- Those that complete curriculum project will be given 1 share. The number of shares for the district will be divided into amount of money available to determine value of each share.

### **Funds distributed at the end of the school year:**

- Student Growth in the DWA will be utilized to determine the distribution of the remaining funds at the end of the school year. This allotment will be dispersed per building in the three schools throughout the district.
- The DWA pretest will be given at the beginning of the year and the post test sometime in May. The following benchmarks will be utilized to determine shares:

○ Gain of 20 percentage pts. or 60% or above proficient	1 share
○ Gain of 15 percentage pts. or 55% to 50% proficient	.75 share
○ Gain of 10 percentage pts. or 50% to 54% proficient	.5 share
○ Gain of 5 percentage pts. or 45% to 50% proficient	.25 share
- The number of shares for the district will be divided into amount of money available to determine value of each share.

**All certified positions, excluding full time administrators, will be eligible for merit pay. Part time employees are eligible for a full share. Full time administrator's merit pay plans will be based upon an individual plan and funded by a source other than the Merit Pay money provided by the SDE.**